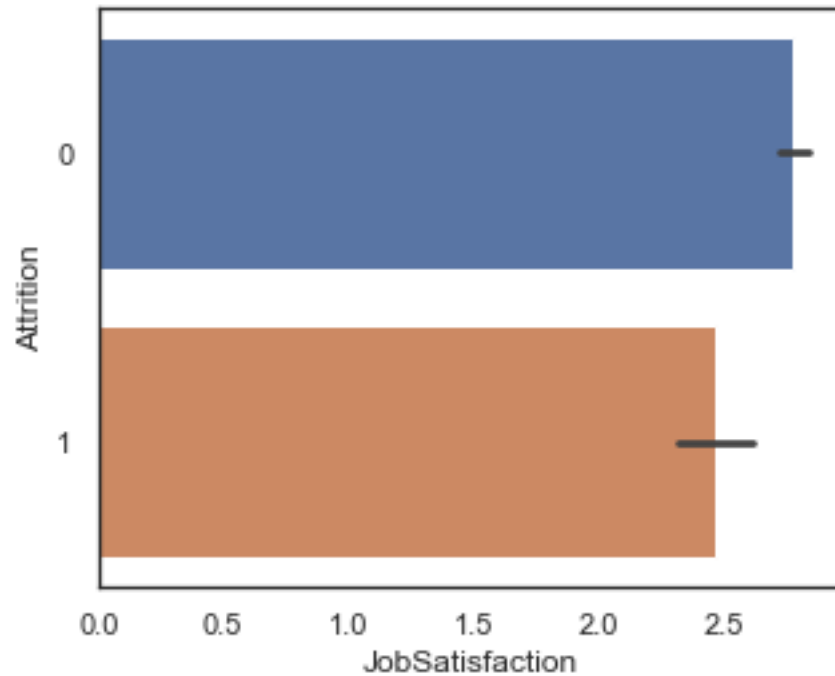


SUMMARY OF REPORT

Python language was used.

Satisfaction Level:

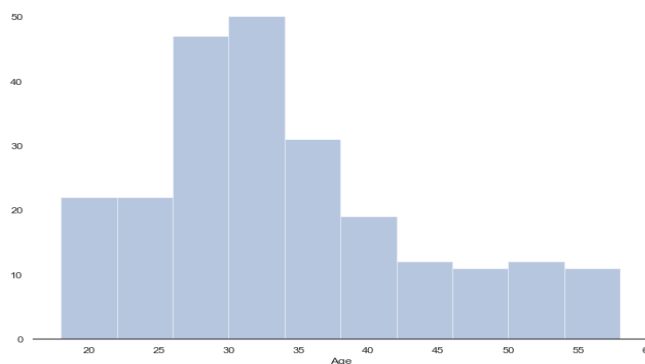
The figure shows the satisfaction level of employees that left to those that did not leave. Those with a lower satisfaction level left to those with a highest satisfaction level.



Attrition Rate:

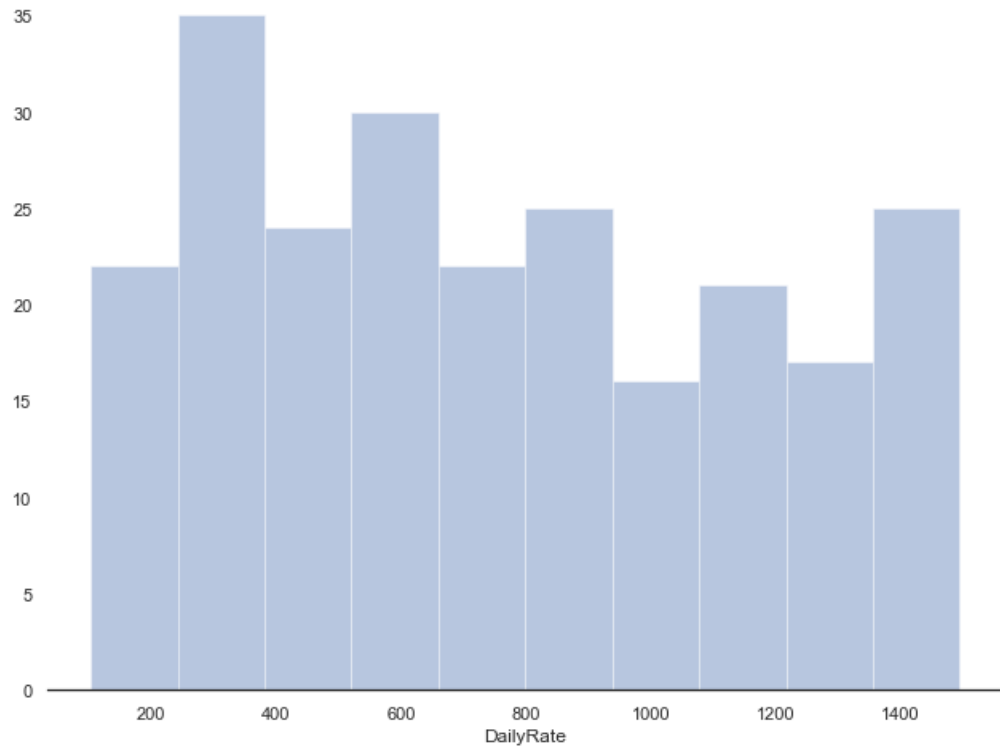
Age:

The attrition rate is highest between the ages of 30 and 35



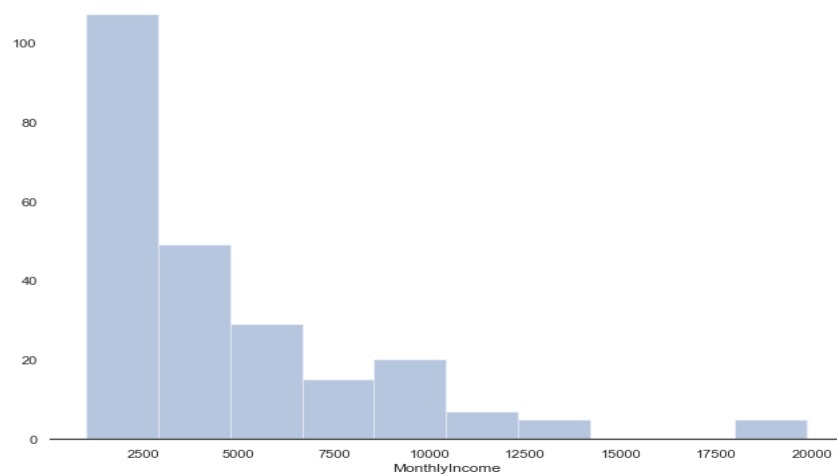
Daily Rate:

The attrition rate is highest on employees that have a daily rate between 200 and 400



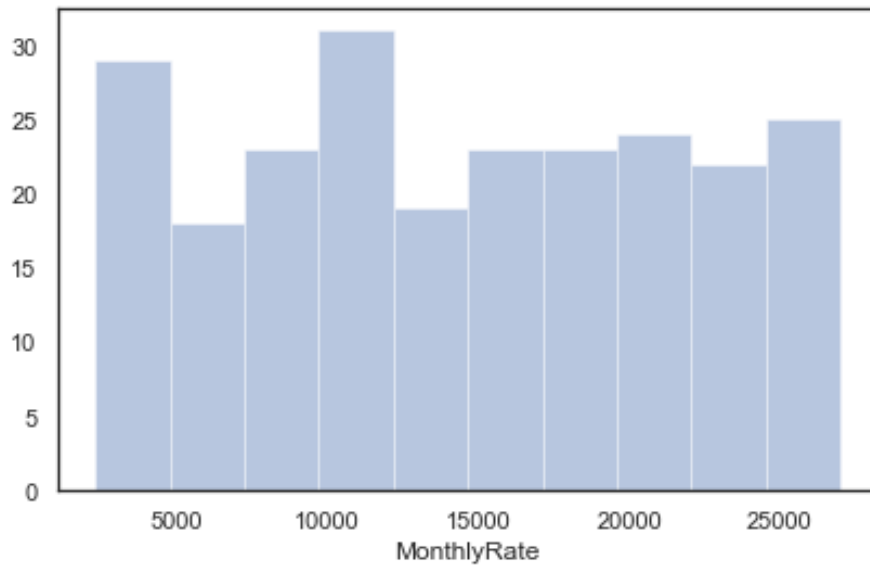
Monthly Income:

The attrition rate is highest on employees that have a Monthly Income below 2500



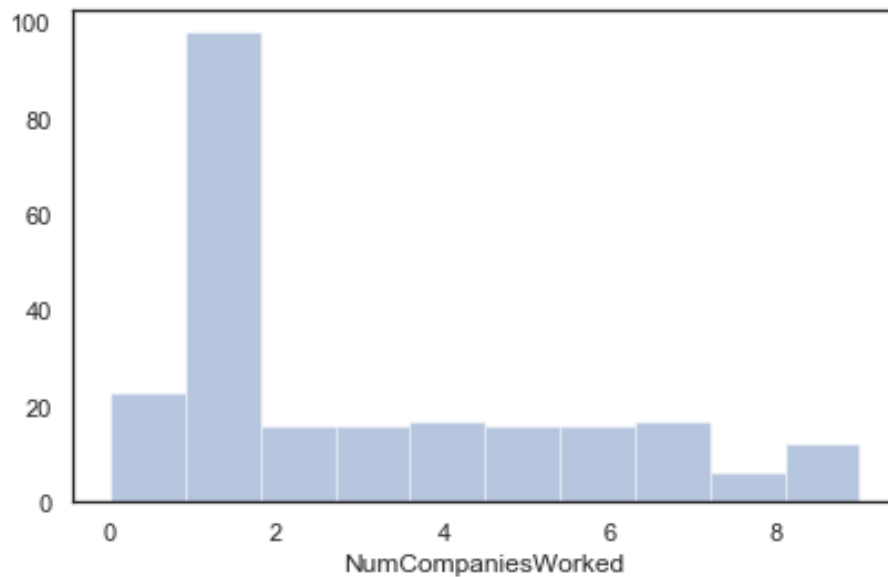
Monthly Rate:

The attrition rate is highest on employees that have a Monthly rate between 10000 and 12500



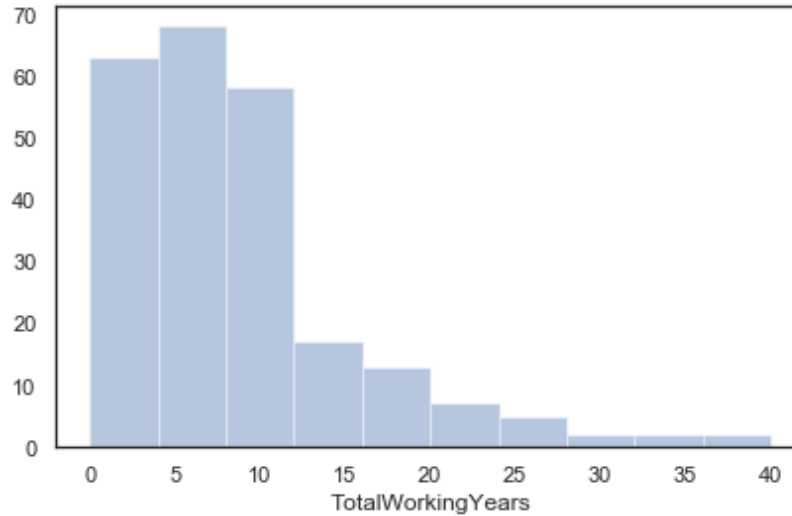
Number of Companies Worked:

The attrition rate is highest on employees that have worked for a total of one company.

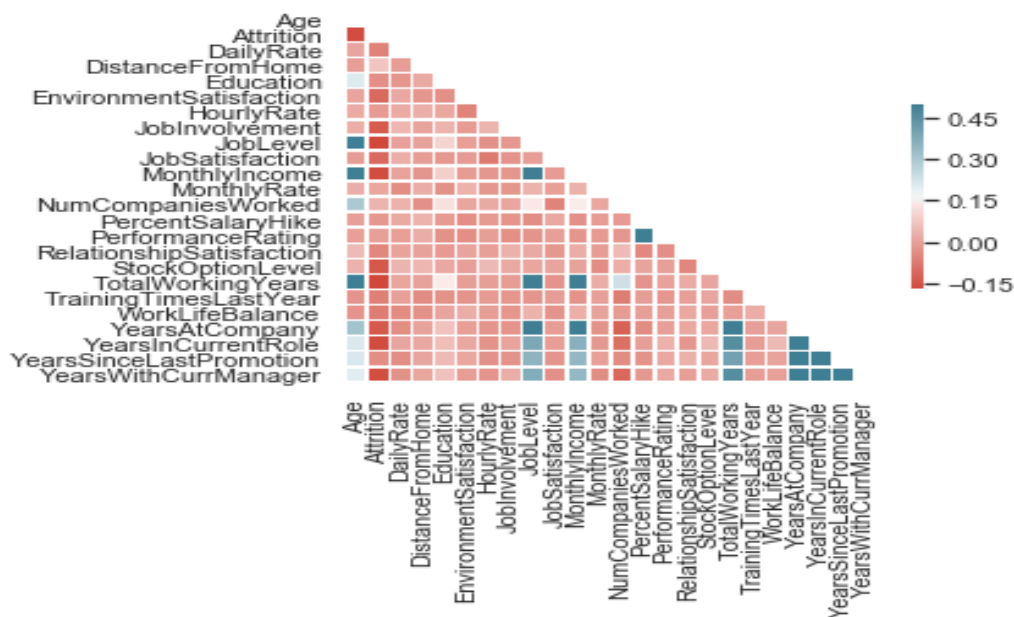


Total Working Years:

The attrition rate is highest on employees that have worked a total of one year.



Correlation Between Variables:



From the correlation map above, we can draw several conclusions;

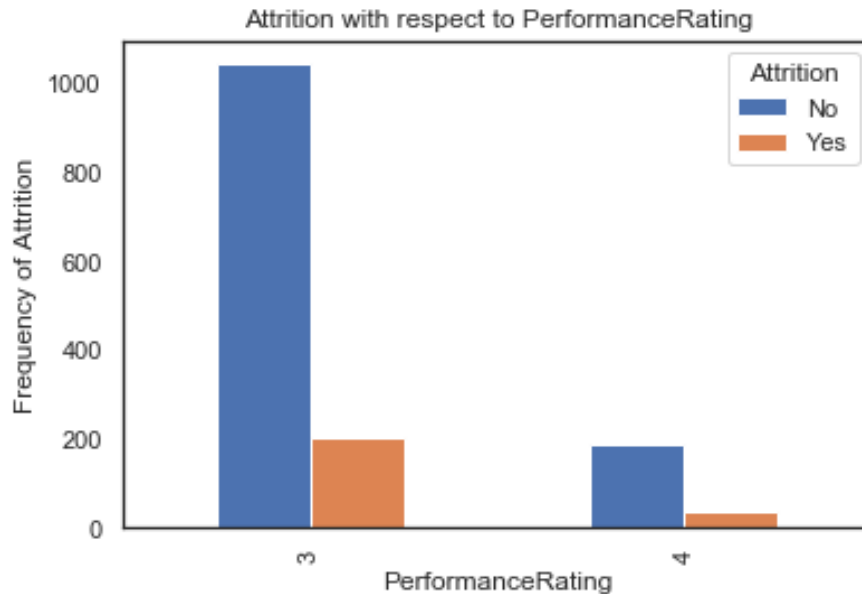
1. **Performance Rating** , **Number of Companies** worked for, **Monthly** rate and **Distance from home** were positively correlated to the target variable.
2. **Job level**, **Years in Current Role** and **Monthly Income** are negatively correlated.

Who is leaving and why?

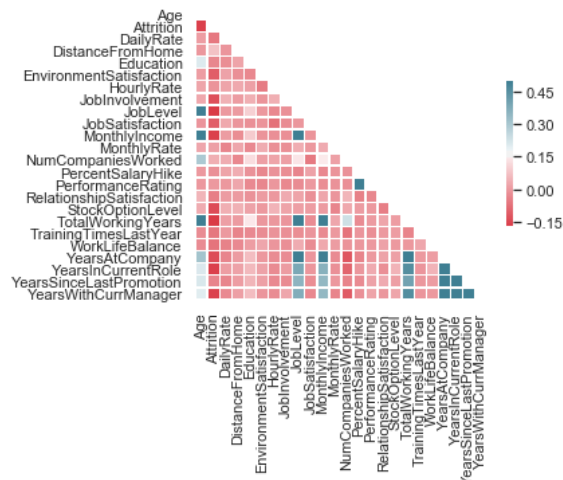
Employees who are leaving have high correlation in Performance Rating, Number of Companies worked for and Monthly rate.

Performance Rating:

Employees that are leaving has a performance level of three compared to those that has a performance level of four.



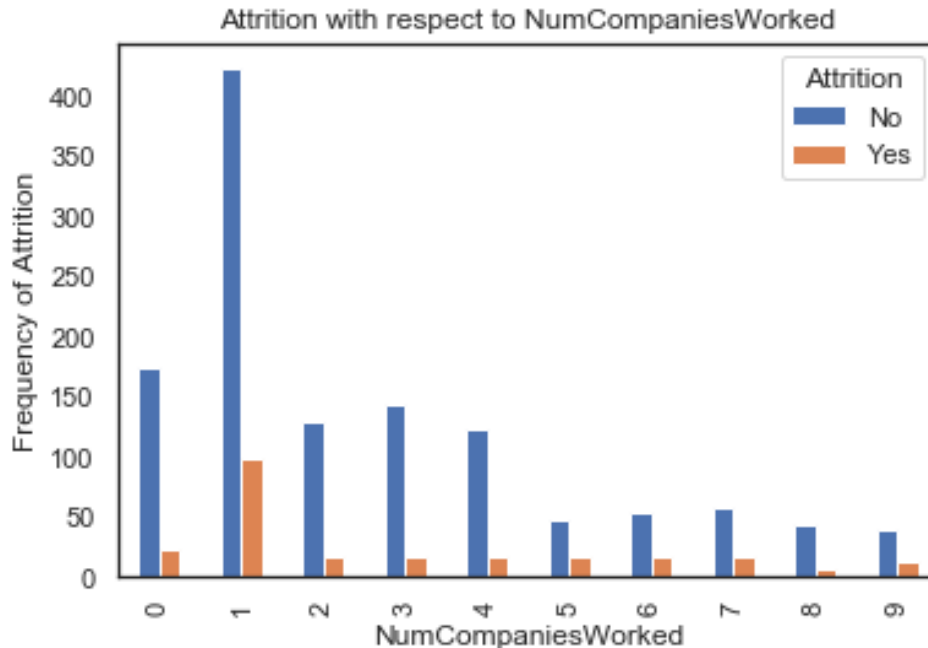
The reasons why these employees leave can be showed by plotting the correlation map.



We can see that the reasons are strongly due to; **years in current role, years since last promotion and years with current manager.**

Number of Companies worked for:

Employees that are leaving has the total number of companies they have worked for equals to one.



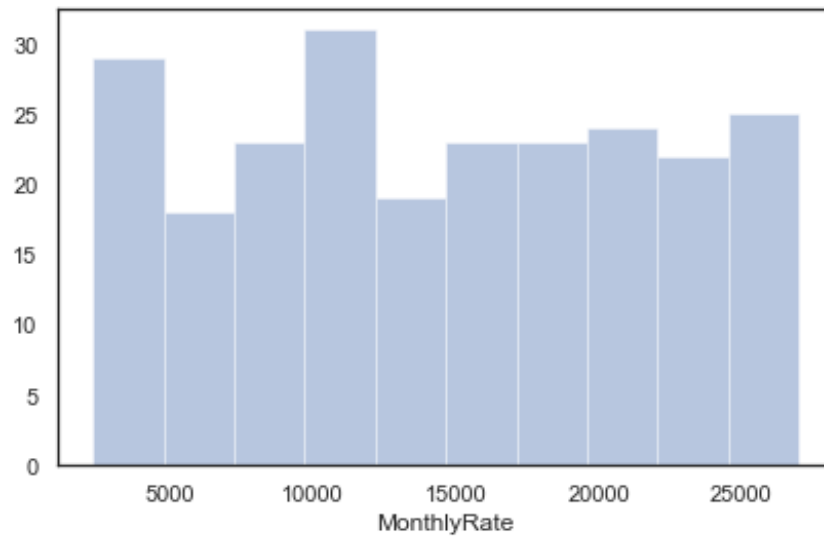
Using the correlation map, we can find the reasons why these employees left



We can that work life balance; **percentage salary hike and relationship satisfaction** were the reasons for this employee leaving.

Monthly Rate:

Employees that are leaving has a monthly rate between 10000 to 12500.



Using the correlation map, we can find the reasons why these employees left



We see that **work life balance and performance rating** were the main reason why these employees left.